

Odyssey Charter School
One-time Performance-based Compensation Program
2008-2009

The following plan is based on a student enrollment of 470 students and a \$36.33 per student basis. Odyssey Charter School is implementing a different curriculum method for the 2008-2009 school year. The method from the Exemplary Center for Reading Instruction (ECRI) is a researched based method that will allow Odyssey to level achievement groups across grade levels. ECRI is intensive to start and requires a large amount of training by instructional staff. Odyssey's performance-based compensation program will be used to reward instructional staff for completing initial training and motivate attendance at follow-up training.

Who is Eligible: Any employee who is involved in student instruction will be eligible for this compensation. This will include certified teachers, instructors and administrators.

Criteria to be Eligible: Employees must: be employed by Odyssey Charter School and not be on any type of employment improvement plan or probation the last day of March 2009, have satisfactory or better peer and administrative performance reviews. Funds will be disbursed according to the following criteria. Those employees who successfully complete the two week training with ECRI in the summer of 2008 will received their portion of 25% of the total award. During the school year, Odyssey will have seven training sessions provided by ECRI staff. Employees will receive their portion of 25% of total award for successfully completing all seven trainings. If any training is missed or not successfully completed the employee forfeits their portion of the 25%. Throughout the year instructional staff will be evaluated by ECRI staff for quality of instruction and delivery. In addition, internal evaluations will be performed by other instructional staff and administration. Employees must receive satisfactory or better results from all ECRI evaluations and all but one internal evaluation to receive their portion of the remaining 50% of total award.

Instruments of Assessment: Odyssey will rely on ECRI staff to certify that all trainings have been completed successfully. Instructional staff will be evaluated throughout the year by ECRI staff. Evaluations will be done using formal ECRI assessment and performance reviews. Each member will be evaluated using these forms no less then 3 times throughout the school year. Informal internal reviews will be done using a standardized evaluation form to be created by the school administration before start of school. These informal reviews will also occur no less then three times during the school year.

How it is Based: The plan is based on individual performance of ECRI use and successful completion of ECRI training.